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ABSTRACT

The booklet presents national apprenticeship standards for plumbing and steamfitting--pipefitting developed by the National Joint Plumbing Apprenticeship and Journeyman Training Committee and the National Joint Steamfitter-Pipefitter Apprenticeship Committee, together with the Department of Labor. The standards cover: a definition of a local joint apprenticeship and training committee, registration of local apprentice standards, definitions of apprentice and senior apprentice, qualifications of applicants for apprenticeship, affirmative action and equal opportunity, general apprentice application procedures, apprenticeship agreement, term of apprenticeship, probationary period, credit for previous experience, related instruction for apprentices and senior apprentices, work experience, hours of work for apprentices and senior apprentices, apprentice and senior apprentice wages and advancement, supervision of apprentices, responsibilities of apprentices and senior apprentices, disciplinary action, adjusting differences, certificate of completion of training, ratio of journeymen to apprentices, accident prevention, qualification of employers, and cooperating organizations and agencies. Address lists for the Bureau of Apprenticeship and Training Regional Offices and State and Territorial Apprenticeship Agencies are appended. (NH)

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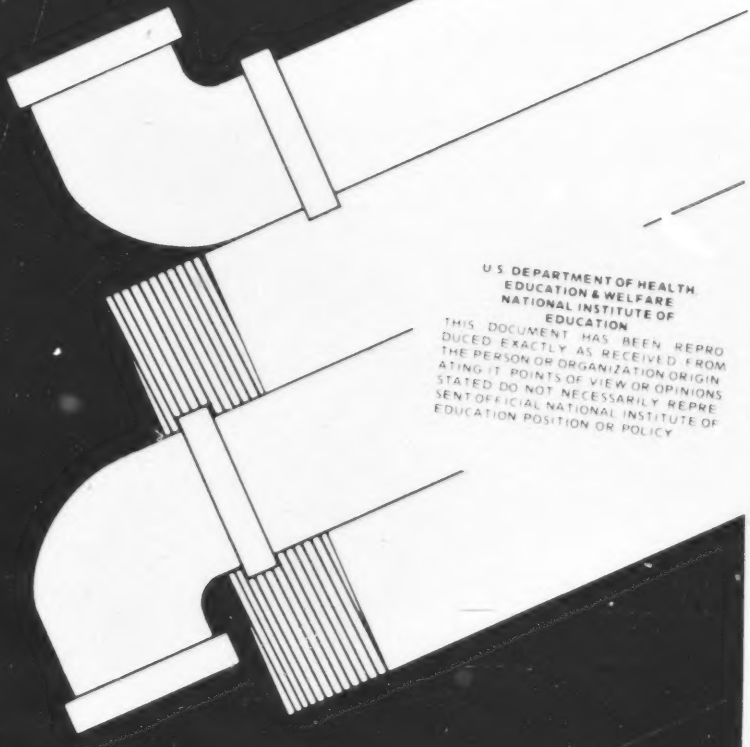
National Apprenticeship Standards for Plumbing and Steamfitting–Pipefitting

U. S. Department of Labor



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National Apprenticeship Standards for Plumbing and Steamfitting–Pipefitting

Adopted by the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, the National Association of Plumbing-Heating-Cooling Contractors, and the Mechanical Contractors Association of America, Inc., in conformance with the basic standards recommended by the Bureau of Apprenticeship and Training.

U. S. DEPARTMENT OF LABOR
Peter J. Brennan, Secretary
Manpower Administration
William H. Kolberg
Assistant Secretary for Manpower
Bureau of Apprenticeship and Training

1974

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U.S. DEPARTMENT OF LABOR
MANPOWER ADMINISTRATION
WASHINGTON, D.C. 20210

July 18, 1973

National Joint Plumbing Apprentice and
Journeymen Training Committee

National Joint Steamfitter-Pipefitter
Apprenticeship Committee

Gentlemen:

Your revised national pattern apprenticeship and training standards are consistent with the basic requirements and equal employment opportunity regulations of the Bureau of Apprenticeship and Training, U. S. Department of Labor.

It gives me great pleasure to approve your latest revisions. You are to be commended for your continued efforts to improve the quality of apprenticeship in your industry.

The staff of the Bureau of Apprenticeship and Training is available at any time to advise and assist your local joint apprenticeship committees in the establishment of new or the revision of existing local programs in accordance with these revised national pattern standards.

Sincerely,

Hugh C. Murphy

HUGH C. MURPHY
Administrator
Bureau of Apprenticeship
and Training

There is no substitute for U.A. skilled craftsmen

Office of the General President - Martin J. Ward

General Office File Reference

United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada

Composed of journeymen and apprentices who have jurisdiction over every branch of the plumbing and pipe fitting industry

United Association Building, 901 Massachusetts Ave., N.W., Washington, D.C. 20001 Phone (202) 628-5823

July 16, 1973

TO ALL LOCAL UNIONS:

In the past our National Apprenticeship Committees have developed "National Standards" for use as a guide in developing local standards. In light of the problems confronting local programs (including new federal registration), new "pattern standards" have been prepared. That is, standards developed nationally that can be signed by the local apprenticeship committee and submitted for registration.

The results of these efforts are encouraging. The Labor Department has approved these standards along with newly developed selection procedures.

The local J.A.T.C. has the responsibility for submitting standards, Selection Procedures, and Affirmative Action Program for registration locally; I feel, however, that the local committee should utilize, as written, the Standards, Selection Procedures, and Affirmative Action Program prepared by the National Committees.

We can look with considerable pride at the progress we have made nationally; however, we must continue to expand and improve our training programs. The National Committees are doing their part by developing courses of study, by providing full time staff to help local committees, and by cooperating with the U.A. Training Department in all its programs. In addition, the U.A. continues to provide supervisory services and programs such as the annual International Apprentice Contest and the Instructor Training Program. Local Committees can do their part by participating in these programs.

These standards, like all standards developed since 1936, were prepared as a joint effort of the United Association, the National Association of Plumbing-Heating-Cooling Contractors, and the Mechanical Contractors Association of America, Inc. The officers of the United Association join me in encouraging local committees to adopt these up-dated standards.

Fraternally yours,

Martin Ward

General President

SAM BLOOM
President

PHCC

Telephone 668 9668
Area Code 305

National Association of Plumbing Heating Cooling Contractors

900 N.W. 144th Street
MIAMI, FLORIDA 33168

TO PRESENT AND PROSPECTIVE EMPLOYERS OF
APPRENTICES IN THE PLUMBING INDUSTRY:

These plumbing apprentice standards spell out that an apprentice shall "conduct himself at all times in a creditable, ethical, and moral manner, recognizing that much time, money, and effort are spent in affording him an opportunity to become a skilled craftsman."

These words indicate that the heart of the program is that the United Association, the United States Department of Labor, and the National Association of Plumbing, Heating, Cooling Contractors in joint efforts have recognized and have worked so diligently toward the goal of highest standards to mold the apprentice into a skilled craftsman of this industry which has become the model of the construction world.

Many men have worked together and have willingly sacrificed their time and money to achieve their dream of perpetuating the pride in craftsmanship which has been so well identified with the National Joint Plumbing Apprentice and Journeymen Training Committee and the many local and state J.A.T.C. who contribute so much to making the program successful.

No one is more aware than I am, being a graduate of this apprentice program, that the up-grading of these standards is another step in meeting the continuing challenge of change in our industry.

It is with pride that I add the endorsement of N.A.P.H.C.C. in joint effort with the United Association, and the U. S. Department of Labor, to the continuing development of our youth in joining and participating in the finest program and standards in the construction industry.

Sincerely yours,

Sam Bloom, President
National Association of P.H.C.C.

SMB:JEM

MECHANICAL CONTRACTORS ASSOCIATION
OF AMERICA, INC.

Suite 750, 5530 Wisconsin Ave., Washington, D.C. 20015
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Office of the President
H. J. (JACK) BAKER
BAKER, McHENRY & WELCH, INC.
1740 W. MICHIGAN ST.
INDIANAPOLIS, IND. 46222
TELEPHONE (317) 635-1431

July 24, 1973

To the Members of the
Mechanical Contractors Association of America

There are those among the consumer public...as well as others within the construction industry itself...who assume a broad and basic conflict between labor and management. It is a natural assumption, because the goals of labor and management are diametrically opposed, the thinking goes. It has always been so.

I could not disagree with this philosophy more. And I think MCAA and the United Association are proving it wrong. We are proving it wrong by seeking out those areas where our interests are parallel, and by working together to achieve solutions and engender progress for our industry.

The National Joint Steamfitter-Pipefitter Apprenticeship Committee is a living example of this effort. Nothing is more important to all of us than better trained, more efficient journeymen. It is a vital need today. It will be a critical need tomorrow when technology and methodology move ahead at an unprecedented pace and when our markets tend to become even more elusive.

We owe a great deal to the efforts of this Committee. And we owe every effort on the local level to adopt and meet the standards provided by the National Joint Apprenticeship Committee. Speaking for all of the officers of MCAA, I urge you to give your greatest support to the work of these men.

Cordially,

H. J. Baker
President

PREFACE

The object of these apprenticeship standards is to establish the necessary rules to allow a young person to apply for and be part of the plumbing and steamfitting-pipefitting industry. Today, more than ever, the apprentice must be both protected and made aware of his responsibilities. Also, these standards will allow the piping industry to secure a sufficient supply of trained journeymen.

To establish these goals, the National Joint Plumbing Apprentice and Journeyman Training Committee and the National Joint Steamfitter-Pipefitter Apprenticeship Committee have established these standards.

The authority of the National Joint Committees to act upon all matters affecting apprenticeship will be on a basis of voluntary cooperation by each of the respective organizations. The authority of said National Joint Committees, however, shall be considered by all parties participating in formal apprenticeship functions for the plumbing and steamfitting-pipefitting industry as representative of the industry and as official when pertaining to basic policies such as development and revisions of national apprenticeship standards, affirmative action programs, apprentice selection procedures, and course outlines.

All functions of the National Joint Committees shall be on the basis of nonprofit endeavor for the good and welfare of apprenticeship and training for the industry and in the best interests of the apprentice, management, labor, and the public.

The following pattern standards are approved by the Bureau of Apprenticeship and Training, U.S. Department of Labor, for adoption by local joint apprenticeship and training committees.

NATIONAL JOINT PLUMBING APPRENTICE AND JOURNEYMAN TRAINING COMMITTEE

Edward M. Bailey
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George H. Bliss III
Secretary

Representing the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

Michael P. McDonough
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George A. Hess
Gordon A. King
Chester S. Nix, Jr.

Canadian Representative

W. McRoberts

National Committee Staff

Joe A. Adam

Representing the National Association of Plumbing-Heating-Cooling Contractors

Edward M. Bailey
Mark Gallager
James M. Lavelle
R.C. Malitz
Leonard F. Meiners

Canadian Representative

D. Whiting

NATIONAL JOINT STEAMFITTER-PIPEFITTER APPRENTICESHIP COMMITTEE

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Chairman

Thomas J. Murray
Vice Chairman

Joseph P. Corcoran
Secretary-Treasurer

James H. Martin
Recording Secretary

Frank J. Schneider
Assistant Treasurer

Representing the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

Martin J. Ward
General President, U.A.
John J. Lynch
A.A. Sciadini
William K. Beck

Canadian Representative

Roger Belanger

Representing the Mechanical Contractors Association of America, Inc.

Emil Munier
Stanley B. Bellis
R.M. Porter
Jack E. Shelley

Canadian Representative

Fred Reynolds

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NATIONAL APPRENTICESHIP STANDARDS FOR PLUMBING AND STEAMFITTING-PIPEFITTING

1. Definition of Local Joint Apprenticeship and Training Committee

The local joint apprenticeship and training committee (JATC) is composed of an equal number of representatives appointed by the contractor's association and by the local union of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada. The JATC shall be responsible for the administration and operation of the local apprenticeship program. The JATC will also be responsible for the administration and operation of a training program for journeymen.

2. Registration of Local Apprentice Standards

It shall be the responsibility of the local JATC to register these standards with the appropriate registration agency. The term "registration agency"[1/] shall mean the U.S. Department of Labor, Bureau of Apprenticeship and Training (BAT), or a State agency recognized by the Bureau of Apprenticeship and Training. Any changes or additions to these standards shall be registered with the registration agency.

3. Definition of an Apprentice

An apprentice in the plumbing and steamfitting-pipefitting industry is a person who is engaged in learning a trade by working with and assisting a qualified journeyman in all phases of the piping industry. This person must meet the qualifications outlined in section 5 of these standards and sign an apprenticeship agreement with the JATC. This agreement must be registered with the appropriate registration agency.

4. Definition of a Senior Apprentice

A senior apprentice is a person who, having satisfactorily completed 4 years of apprentice training, may work on piping installations without being directly supervised by a journeyman. During this period, the senior apprentice will remain under the control and supervision of the JATC and must attend all related training classes as scheduled.

[1/] Local application of these national standards in States having State apprenticeship agencies may require adaptation to meet the standards of apprenticeship in such States. The staffs of the Bureau of Apprenticeship and Training and the State apprenticeship agencies are available to advise on such standards.

5. **Qualification of Applicants for Apprenticeship**

A. Age

1. All applicants shall be at least_____and not over_____ years of age, except:
   a. The maximum age limit imposed by the JATC shall be modified as follows:
      (1) For veterans discharged from the Armed Forces of the United States under honorable conditions, and
      (2) for applicants with previous experience in the trade.
   b. Special age consideration for military service shall be based on the applicant's age less the number of years served in the military, not to exceed 4 years.
2. The applicant shall submit reliable proof of birth date with the completed application (form 1).

B. Education

1. Applicants shall be high school graduates or provide proof of equivalent educational attainment through such means as an official report of successful results on the General Education Development (GED) tests.
2. Each applicant shall enclose with the completed application (form 1) a high school transcript or an official report of GED test results.

C. Physical Condition

1. An applicant shall be in such physical condition that he will be able to perform the work of the trade.
2. No applicant with a disability sufficient to impair personal safety or the safety of others on the job shall be considered.
3. Each applicant shall complete the medical questionnaire in form 1 honestly and completely.

D. Additional Requirements

1. Each applicant, after submitting an acceptable form 1, shall be required to pass USES test S-61-R.
2. Any applicant chosen for probationary apprenticeship, before entering actual employment, shall be required to pass a physical examination as prescribed by the local JATC.

6. **Affirmative Action and Equal Opportunity**

The recruitment, selection, employment, and training of ap-

prentices shall be without discrimination because of race, color, religion, national origin, or sex. The sponsor shall take affirmative action to provide equal opportunity in apprenticeship and shall operate this apprenticeship program as required under applicable law and regulations issued thereunder. The affirmative action program, with required implementation, for the selection of apprentices shall be the one prepared by the National Joint Apprentice and Journeyman Training Committee.

7. General Apprentice Application Procedures

A. The JATC will use the pipe trades apprenticeship forms 1 and 2 supplied by the National Joint Committees. Form 1 will be furnished to each applicant who will complete, sign, and return the form to the local committee by a designated date.
   1. Form 1 consists of:
      a. Application for admission into the apprenticeship program.
      b. Requirements for admission in the apprenticeship program; prime responsibilities of applicants after acceptance into the program as probationary apprentices; and the appeals procedure in the event an applicant is rejected.
      c. A questionnaire pertaining to the applicant's medical history and present physical condition.
      d. Sample apprenticeship agreement.
   2. Form 2 consists of:
      a. Space for recording the name of the applicant and the date on which form 1 was completed and received by the JATC.
      b. Step-by-step procedures for carrying out the selection process.
      c. Space for a summary of the official interview of the applicant.
      d. Space for recording applicant's progress through the selection process from the date of receipt of form 1 by the committee to the date of final disposition of the application.

B. The JATC shall maintain on file for each applicant a copy of forms 1 and 2 for a period of not less than 5 years from date of final disposition of the application.

8. Apprenticeship Agreement [2]

A. An applicant who has been selected for apprenticeship, before employment as an apprentice or enrollment in related instruction classes begins, shall sign (and if a minor, the parent or guardian also) an apprenticeship agreement which shall be registered with the registration agency. Likewise these standards shall be considered a part of the apprenticeship agreement as though expressly written therein.

B. Each selected applicant shall be given an opportunity to study these standards, the Committee policies, and the apprenticeship agreement before signing the agreement.

C. At least four copies of the agreement shall be made--one for the apprentice; one for the Committee; one for the registration agency; and, when applicable, one for the Veterans Administration.

9. Term of Apprenticeship

A. The term of apprenticeship, including the probationary period, shall consist of 5 years of training. This training shall be divided into five 1-year segments. Each 1-year segment will consist of 1800-2000 hours of reasonably continuous on-the-job training and 216 hours of related instruction. Upon the satisfactory completion of the first 4 years of training, the apprentice will be advanced to the status of senior apprentice.

B. During the fifth segment of training, the senior apprentice will be allowed to perform the work of a journeyman without direct supervision of a journeyman. The senior apprentice will remain under the jurisdiction of the JATC during the final year of training.

10. Probationary Period

A. Each applicant selected for apprenticeship shall serve a probationary period of not less than 6 months.

B. The JATC shall set standards for performance for on-the-job training and in related classroom instruction.

[2] Some State apprenticeship agencies require the use of their own apprenticeship agreement forms. In such instances, the agreement forms may be obtained from the staffs of either the State apprenticeship agencies or the Bureau of Apprenticeship and Training, U.S. Department of Labor.

1. The probationary apprentice shall conform to the training standards set by the JATC.
2. Any probationary apprentice who does not conform to the training standards shall be dropped from the apprentice program.
   a. Any apprentice who is considered for expulsion shall be given a hearing before the JATC in the presence of all parties involved.
   b. The JATC must show just cause for expulsion.

C. The records for each probationary apprentice shall be reviewed at the end of the probationary period:
   1. Records shall consist of periodic reports from the apprentice's employer or employers and a complete record of attendance, grades, and any disciplinary action connected with instruction during the probationary period.

D. Any apprentice considered to be unsatisfactory after a review of the probationary records shall be dropped from the program, but only after the procedures shown in item B-2 of this section have been followed.

E. Each apprentice considered to be satisfactory after a review of the probationary records shall be considered a regular apprentice and be initiated into the local union.

11. Credit for Previous Experience

A. An apprentice may request credit for previous experience. If the previous experience was outside the supervision of the JATC, the apprentice must submit a request at the time of application and furnish such records, affidavits, or other bona fide evidence as the JATC shall require to substantiate such claims.

B. An apprentice who requests credit for previous experience shall be started at the beginning wage rate, and his request for credit shall be evaluated and a determination made by the JATC during the probationary period when actual on-the-job and related instruction performance can be examined.

C. Apprentices granted credit shall be advanced to the wage rate designated for the period to which such credit advances them, upon completion of their probationary period.

D. After candidates have signed the apprentice agreement, they cannot request an evaluation of previous experience.

12. Related Instruction for Apprentices and Senior Apprentices

A. During each year of his training, each apprentice or senior apprentice shall be required to attend classes in subjects related to the trade. Hours of related training shall be no less than 216 per year, with a total of 1080 hours or more for the 5-year term of training.

B. Any apprentice or senior apprentice who is absent from related instruction sessions, unless officially excused, shall satisfactorily complete all class work missed before being advanced to the next period of training.

C. Related instruction shall be closely correlated with the practical experience and training received on the job. The JATC may request the assistance of the local schools in establishing classroom space for related instruction.

D. Policy with respect to hours spent in related instruction by apprentices or senior apprentices other than regular working hours may vary from area to area:
   1. Apprentices (will or will not) be paid for attending related instruction classes.
   2. Senior apprentices will not be paid for attending related instruction classes.

E. In cases of failure of an apprentice or senior apprentice to fulfill his obligations regarding classroom or on-the-job training, without due cause, the JATC shall take necessary disciplinary action.

F. The instructional materials recommended by the National Committees shall be adopted as the basic course of study, and each apprentice and senior apprentice shall be required to purchase a set of these text materials for personal study during the training and for future reference after completion of apprenticeship.

13. Work Experience

A. To enable the apprentice to qualify at the end of training as a skilled journeyman, the apprentice shall, during the first 4 years of training, be given opportunity to install and assist in installing piping material, as skill permits, under the direct supervision of a journeyman.

B. The senior apprentice may be allowed to make piping installations consisting of installing pipe, setting equipment and appliances, and doing related work as acquired skills permit without the direct supervision of a journeyman.

C. For the protection of the individual consumer and the general public, all work so done by apprentices and senior apprentices as indicated above shall conform in every respect with the requirements prescribed in all applicable local codes and ordinances.

D. The JATC may rotate or shift apprentices from one employer to another as necessary to assure complete training in all branches of the piping trades.

E. The work-experience schedule, which shall be attached by the local committee, shall be used as an outline guide to the various types of work to be performed and the basic skills to be learned by the apprentice during the apprenticeship.

14. Hours of Work for Apprentices and Senior Apprentices

A. Apprentices and senior apprentices shall work the same number of hours as journeymen employed in the trade, except that no apprentice or senior apprentice shall be allowed to work overtime if it interferes with attendance at related instruction classes.

B. Apprentices and senior apprentices absent from the service of their employers, unless officially excused, shall make up all such time lost before being advanced to the next period of their apprenticeship.

15. Apprentice and Senior Apprentice Wages and Advancement

A. The progressively increasing schedule of wages for apprentices and senior apprentices shall be included in the apprentice agreement, and that schedule shall be established as a percentage of the prevailing wage rate for journeymen.

B. Before an apprentice or senior apprentice is advanced to the next period of training or journeyman status, the JATC shall evaluate progress to determine whether advancement has been earned by satisfactory work on the job and in related

training classes. In determining whether satisfactory progress has been made, the JATC shall be guided by the records of work experience and related instruction.

16. Supervision of Apprentices

The employer or a person who has been designated, such as a superintendent, foreman, or journeyman, shall be responsible for the training of the apprentice on the job. The supervisor of the apprentice, with the advice and assistance of the JATC, shall be responsible for the apprentice's work experience on the job and for progress in related instruction classes. The supervisor of the apprentice shall also complete and return the record forms and progress reports provided by the JATC.

17. Responsibilities of Apprentices and Senior Apprentices

The apprentice and senior apprentice shall:

A. Perform diligently and faithfully the work of the trade and perform such other pertinent duties as may be assigned by the contractor in accordance with the provisions of the standards.

B. Respect the property of the contractor and abide by the working rules and regulations of the contractor and the JATC.

C. Attend regularly and complete satisfactorily the required hours of instruction in subjects related to the trade, as provided under the local standards.

D. Maintain such records of on-the-job-training and related instruction as may be required by the JATC.

E. Develop safe working habits and conduct themselves in their work in such manner as to assure their own safety and that of their fellow workers.

F. Conduct themselves at all times in a creditable, ethical, and moral manner.

18. Disciplinary Action

A. The JATC may cancel the apprenticeship agreement and remove the apprentice or senior apprentice from the training program at any time for failure to comply with the apprenticeship agreement or with the apprenticeship standards. Such removal by the JATC shall cancel the classification of apprentice or senior

apprentice and the opportunity to complete the training. The registration agency shall be notified of such cancellations.

B. The JATC may also discipline an apprentice or senior apprentice by postponement of advancement from one period of training to the next or by temporary removal.

C. Before invoking any disciplinary action, the JATC must notify the apprentice or senior apprentice, by certified mail, to appear before the JATC for a hearing. If the apprentice or senior apprentice fails to appear before the JATC, after due notice, such disciplinary action may be invoked without a hearing.

19. Adjusting Differences

A. The JATC shall have full authority to supervise the enforcement of the provisions of these standards covering the apprentice or the senior apprentice. Its decision shall be final and binding upon the employer, the local union, and the apprentice or the senior apprentice.

B. The JATC shall hear and consider all complaints of violations of its rules of the apprenticeship agreement and shall make such rulings as it deems necessary in each individual case. Either party to the apprenticeship agreement may consult with the registration agency for an interpretation of any provision of the standards over which differences occur.

20. Certificate of Completion of Training

A senior apprentice who successfully completes training shall be awarded a certificate by the JATC, attesting to satisfactory completion.

21. Ratio of Apprentices to Journeymen

The ratio of apprentices to journeymen shall be established by the local labor agreement and will be included in the local program.

22. Accident Prevention

The apprentices and senior apprentices shall receive instruction in accident prevention and safe working habits during their entire terms of training to insure that they become safe and competent journeymen. Such instruction shall be coordinated with the actual work being performed, and the tools and equipment being used, on the job. When possible, first aid training should be included.

23. Qualifications of Employers

All employers of apprentices or senior apprentices must satisfy the JATC that they can meet the following minimum qualifications:

A. Be financially responsible.

B. Have the necessary facilities to assure effective training.

C. Employ one or more journeymen steadily.

D. Agree to adhere to the program as set up by the JATC.

24. Cooperating Organizations and Agencies

The JATC may obtain assistance in formulating, adopting, and revising local apprenticeship and training standards from:

A. National Joint Plumbing Apprentice and Journeyman Training Committee, United Association Building, 901 Massachusetts Avenue, N.W., Washington, D.C. 20001.

B. National Joint Steamfitter-Pipefitter Apprenticeship Committee, United Association Building, 901 Massachusetts Avenue, N.W., Washington, D.C. 20001.

C. United Association Training Department for Apprentices and Journeymen, United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, 901 Massachusetts Avenue, N.W. Washington, D.C. 20001.

D. Bureau of Apprenticeship and Training, U.S. Department of Labor, Washington, D.C. 20213.

E. State apprenticeship agencies.

ADOPTED BY

_____

Joint Apprenticeship and Training Committee

Representing U.A. Local Union No. _____ and

_____

Contractors Organization

Date _____

Chairman _____

Secretary _____

REGIONAL OFFICES
BUREAU OF APPRENTICESHIP AND TRAINING

Location	States Served	
Region I JFK Federal Bldg., Room 1001 Government Center Boston, Mass. 02203	Connecticut Maine Massachusetts	New Hampshire Rhode Island Vermont
Region II 1515 Broadway, 37th Floor New York, N.Y. 10036	New Jersey New York	Puerto Rico Virgin Islands
Region III P.O. Box 8796 Philadelphia, Pa. 19101	Delaware Maryland Pennsylvania	Virginia West Virginia
Region IV 1371 Peachtree Street, NE., Room 700 Atlanta, Ga. 30309	Alabama Florida Georgia Kentucky	Mississippi North Carolina South Carolina Tennessee
Region V 300 South Wacker Drive, 13th Floor Chicago, Ill. 60606	Illinois Indiana Michigan	Minnesota Ohio Wisconsin
Region VI 1512 Commerce Street, Room 704 Dallas, Tex. 75201	Arkansas Louisiana New Mexico	Oklahoma Texas
Region VII Federal Office Bldg., Room 1100 911 Walnut Street Kansas City, Mo. 64106	Iowa Kansas	Missouri Nebraska
Region VIII Republic Bldg., Room 232-A 1612 Tremont Place Denver, Colo. 80202	Colorado Montana North Dakota	South Dakota Utah Wyoming
Region IX 450 Golden Gate Avenue, Room 9008 P.O. Box 36017 San Francisco, Calif. 94102	Arizona California	Hawaii Nevada
Region X Arcade Plaza Bldg., Room 2055 1321 Second Avenue Seattle, Wash. 98101	Alaska Idaho	Oregon Washington

STATE AND TERRITORIAL APPRENTICESHIP AGENCIES

Arizona Apprenticeship Council
1535 W. Jefferson St.
Phoenix, Ariz. 85007

Division of Apprenticeship Standards
Department of Industrial Relations
455 Golden Gate Ave.
San Francisco, Calif. 94102

Colorado Apprenticeship Council
200 E. Ninth Ave., Rm. 216
Denver, Colo. 80203

Apprentice Training Division
Department of Labor
200 Folly Brook Blvd.
Wethersfield, Conn. 06109

Delaware State Apprenticeship
and Training Council
Department of Labor and Industry
618 N. Union St.
Wilmington, Del. 19805

District of Columbia
Apprenticeship Council
1100 Vermont Ave., N.W., Rm. 700
Washington, D.C. 20210

Bureau of Apprenticeship
Florida Dept. of Commerce
1321 Executive Center Drive
Tallahassee, Fla. 32301

Apprenticeship Division
Department of Labor and
Industrial Relations
825 Mililani St.
Honolulu, Hawaii 96813

Kansas Apprenticeship Council
Apprenticeship Training Division
Department of Labor
401 Topeka Blvd.
Topeka, Kans. 66603

Kentucky State Apprenticeship Council
Department of Labor
Capitol Plaza Tower
Frankfort, Ky. 40601

Apprenticeship Division
Department of Labor
State Capitol Annex
Baton Rouge, La. 70804

Maine Apprenticeship Council
Department of Labor and Industry
State Office Bldg.
Augusta, Maine 04330

Division of Apprenticeship and Training
Maryland Apprenticeship and Training
Council
Department of Labor and Industry
203 E. Baltimore St.
Baltimore, Md. 21202

Division of Apprenticeship Training
Department of Labor and Industries
State Office Bldg.
Government Center
Boston, Mass. 02202

Division of Voluntary Apprenticeship
Department of Labor and Industry
Space Center Bldg. - 5th Floor
444 Lafayette Road
St. Paul, Minn. 55101

Montana State Apprenticeship Council
Department of Labor and Industry
Helena, Mont. 59601

Nevada Apprenticeship Council
Department of Labor
Capitol Bldg.
Carson City, Nev. 89701

New Hampshire Apprenticeship Council
Department of Labor
1 Pillsbury St.
Concord, N.H. 03301

New Mexico Apprenticeship Council
Labor and Industrial Commission
1010 National Building
505 Marquette St., N.W.
Albuquerque, N.M. 87101

New York State Apprenticeship Council
Bureau of Apprentice Training
Department of Labor
The Campus Bldg. # 12
Albany, N.Y. 12226

Division of Apprenticeship Training
Department of Labor
Raleigh, N.C. 27602

Ohio State Apprenticeship Council
Department of Industrial Relations
220 Parsons Ave.
Columbus, Ohio 43215

Oregon State Apprenticeship and
Training Council
Bureau of Labor
Labor & Industries Bldg., Rm. 115
Salem, Oreg. 97310

Pennsylvania Apprenticeship and
Training Council
Department of Labor and Industry
Harrisburg, Pa. 17120

Apprenticeship Division
Department of Labor
414 Barbosa Ave.
Hato Rey, P.R. 00917

Rhode Island Apprenticeship Council
Department of Labor
235 Promenade St.
Providence, R.I. 02908

Utah State Apprenticeship Council
Industrial Commission
431 S. Sixth East
Salt Lake City, Utah 84102

Vermont Apprenticeship Council
Department of Industrial Relations
State Office Bldg.
Montpelier, Vt. 05602

Division of Apprenticeship Training
Department of Labor and Industry
9th St. Office Bldg.
Richmond, Va. 23214

Washington Apprenticeship Council
Department of Labor and Industries
318 E. 4th Ave.
Olympia, Wash. 98504

Division of Apprenticeship Training
Box 2209
Madison, Wis. 53701

Virgin Islands Apprenticeship Council
Department of Labor
Christiansted, St. Croix, V.I. 00820

United States Department of Labor

Bureau of Apprenticeship and Training

NATIONAL JOINT PLUMBING PATTERN APPRENTICESHIP STANDARDS
Washington, D. C.

Certificate of Registration

for the trade classification of
PLUMBER

Issued in recognition of the above apprenticeship system, registered as part of the National Apprenticeship Program in accordance with the standards recommended by the

Federal Committee on Apprenticeship

October 22, 1936
(Rev. 7-18-73)

82438

DEPARTMENT OF LABOR
UNITED STATES OF AMERICA

William H. Kyllberg

Hugh C. Murphy

United States Department of Labor

Bureau of Apprenticeship and Training

NATIONAL JOINT STEAMFITTER-PIPEFITTER PATTERN APPRENTICESHIP STANDARDS
Washington, D. C.

Certificate of Registration

for the trade classification of
STEAMFITTER-PIPEFITTER

Issued in recognition of the above apprenticeship system, registered as part of the National Apprenticeship Program in accordance with the standards recommended by the

Federal Committee on Apprenticeship

February 19, 1957
(Rev. 7-18-73)

84426

DEPARTMENT OF LABOR
UNITED STATES OF AMERICA

William H. Kyllberg

Hugh C. Murphy

Certificate of Completion of Apprenticeship

United States Department of Labor

Bureau of Apprenticeship and Training

This is to certify that

has completed an apprenticeship in the trade of

under sponsorship of

in accordance with the standards recommended by the

Federal Committee on Apprenticeship

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